



REPLY TO  
ATTENTION OF

DEPARTMENT OF THE ARMY  
UNITED STATES ARMY COMBINED ARMS SUPPORT COMMAND AND FORT LEE  
2221 ADAMS AVENUE  
FORT LEE, VIRGINIA 23801-1809

ATCL-EO (600-20)

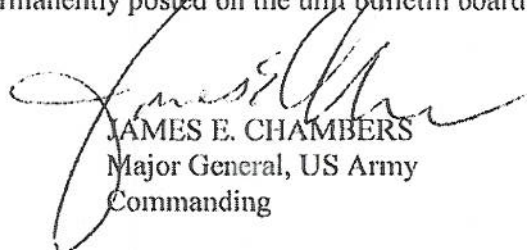
MAR 30 2009

MEMORANDUM FOR SEE DISTRIBUTION

FORT LEE POLICY 05-09

SUBJECT: Commander's Policy Statement on Prevention of Sexual Harassment

1. Sexual harassment is defined as deliberate or repeated, sexually related language, gestures, or coercion or physical contact which is unsolicited, degrading, embarrassing and unwelcome. The term "unwelcome" is determined by the recipient not the offender. Sexual harassment violates standards of integrity and impartiality. It also undermines interpersonal relationships and interferes with effectiveness of the unit and mission accomplishment.
2. The elimination of sexual harassment is a leadership responsibility in which all of us have a role. Sexual harassment affects both men and women and can result in a loss of productivity and resources. Each member of the CASCOM and Fort Lee Team is required to attend annual training on prevention of sexual harassment. Individuals who violate the sexual harassment policy are subject to disciplinary action ranging from a written reprimand up to and including termination.
3. Employees are encouraged to report any act of sexual harassment to their servicing EEO Office or military EO Advisor. Reports of sexual harassment are taken seriously and will be dealt with promptly, confidentially and with protection from reprisal. Guidance or assistance can be obtained from the Equal Opportunity Office at 804-734-6601 (DSN 687).
4. Commanders, managers and leaders at all levels are responsible for implementing this policy within their area of responsibility to ensure a work environment free of sexual harassment.
5. The intent of this policy is to have a workplace free of sexual harassment which is achieved by treating each other with dignity and respect throughout the Command. I expect your full support.
6. A copy of this statement will be permanently posted on the unit bulletin board.

  
JAMES E. CHAMBERS  
Major General, US Army  
Commanding

DISTRIBUTION:  
A, B, C, D, E and Q1